

Salary Survey 2021

Yorkshire and North East, In-House

Year of qualification	Average Salary	Maximum Salary
NQ-2 Year's PQE	£45,000	£50,000
3 to 4 Years' PQE	£45,000	£55,000
5 to 6 Years' PQE	£60,000	£75,000
7 to 9 Years' PQE	£70,000	£95,000
10 to 11 Years' PQE	£80,000	£120,000
12 to 21 Years' PQE	£95,000	£155,000
22 Years'+ PQE	£125,000	£197,000

Additional information

Bonus information

77% of solicitors questioned received a bonus for work completed in 2020

The average bonus as a percentage of salary was 12%. Broken down by PQE:

- between NQ & 4 years' PQE: 8%
- between 5 & 9 years' PQE: 10%
- between 10 & 21 years' PQE: 12%
- 22 years' + PQE: 23%

Package information

- 26% received shares and in some cases this made a significant increase to the annual package
- 46% received a car allowance
The average car allowance was £8,500
- 98% received pension contributions
The average contribution was 9%
- 91% received 25 days of annual leave or more
- 72% received private health care
- 36% received family health care

Average hours of work per week

47

Post Covid do you anticipate working from home to continue?

- expect to be wfh 1-2 days a week: 44%
- expect to be wfh 3-4 days a week: 44%
- expect to be wfh 5 days a week: 5%
- expect to be working from the office 5 days a week: 7%

Other benefits included in current package

- Laptop: 94%
- Mobile phone: 85%
- Sick pay over and above SSP: 75%
- Life assurance: 70%
- Free or subsidised parking: 66%
- Critical illness: 45%
- Enhanced maternity cover: 31%
- Shares: 26%
- Gym membership: 14%

Further analysis compared to last year

- 43% saw an overall increase in total package
 - 42% saw their package stay the same
 - 26% saw an overall decrease
- On average salaries increased 23%